



BASSFORD REMELE

Jonathan P. Norrie

SHAREHOLDER



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PRACTICE GROUPS

Commercial Litigation
Employment Litigation/Advice
General Liability
Organizational Liability for
Sexual Misconduct/Abuse

INDUSTRY GROUPS

Health Care
Non-Profit Organizations

OVERVIEW

Mr. Norrie is a Minnesota State Bar Association Board Certified Labor and Employment Law Specialist. His practice is focused on employment law and litigation. First and foremost, Mr. Norrie helps employers anticipate and avoid problems in the workplace. He provides counsel on a range of risk-management issues, including the development of appropriate policies and procedures, employee training, disciplinary actions, investigations, severance agreements, and workforce reductions. Mr. Norrie also routinely advises employers on issues relating to trade secrets and restrictive covenants.

Mr. Norrie represents clients in a variety of employment-related litigation, including discrimination and harassment, leave and accommodation, whistleblower and *qui-tam*, non-compete and non-solicitation agreements, defamation, fiduciary duty, and ERISA. He has successfully litigated employment-related claims in state and federal courts and private arbitration, and has obtained dozens of “no probable cause” determinations from state and federal enforcement agencies.

In addition, Mr. Norrie has significant experience defending schools, churches, and non-profit organizations in difficult sexual abuse litigation. His work in the non-profit sector also involves representing colleges and universities in Title IX and student misconduct litigation.

EDUCATION & ADMISSIONS

Education

University of Minnesota Law School, J.D., *cum laude*, 2005
- Wagner Labor and Employment Moot Court, Director, 2004-2005
Saint Olaf College, B.A., *cum laude*, Phi Alpha Theta, 1998
- Presidential Scholar

Bar Admissions

- U.S. Court of Appeals, Eighth Circuit
- U.S. District Court, District of Minnesota
- U.S. District Court, District of North Dakota
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Western District of Wisconsin
- Minnesota

Certifications

- Minnesota State Bar Association Board Certified Labor and Employment Law Specialist
- Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice

EXPERIENCE

Representative Cases

- Successfully represented private college in OCR investigation involving claims of disability discrimination and retaliation. (2020).
- Obtained early dismissal of *qui tam* lawsuit seeking multi-million dollar recovery under the Minnesota False Claims Act. (2020).
- Summary judgment on Title VII/MHRA race and national origin discrimination claims upheld on appeal. *Findlator v. Allina Health*, 960 F.3d 512 (8th Cir. 2020).
- Represented private college, obtaining dismissal of student’s tort claim. (2020).

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- Served as local counsel for Fortune 5 company in class/collective wage and hour litigation. (2018-2020).
- Representing corporate directors in existing litigation with the United States Department of Labor involving \$39 million sale to ESOP. (2019).
- Secured a complete defense verdict in a three-week trial involving over \$20 million in claimed damages for breach of a non-compete agreement and duty of loyalty. (2018). Verdict upheld on appeal. (2019).
- Represented a private college in litigation challenging student discipline. While a motion to dismiss was pending, the case settled without payment of money or modification to student discipline. (2019).
- Rule 12 dismissal of 1983 civil rights and defamation claims upheld on appeal. *Peschong v. Children's Healthcare*, 917 F.3d 656 (8th Cir. 2019).
- Won summary judgment in favor of healthcare provider on MHRA pregnancy discrimination claim. (2019).
- Represented a national restaurant chain in arbitration, obtaining a favorable resolution of a case involving alleged sexual harassment. (2018).
- Defended a private college in a lawsuit involving alleged hazing. Following a successful partial motion to dismiss, Plaintiff voluntarily dismissed the remaining claim at the close of discovery. (2018).
- Represented a private university in Title IX litigation. The Complaint was dismissed on a Rule 12 motion. (2017).
- Represented a Fortune 500 company, obtaining a favorable resolution of a case involving alleged sexual abuse by a former employee. (2017).
- Represented a religious institution, obtaining a favorable resolution of a case involving alleged sexual abuse by a former employee. (2016).
- Represented a private secondary school, obtaining a favorable resolution of a case involving a former student's sexual abuse claims. (2016).
- Represented the former chairman, chief executive officer, and selling-shareholder in class-action ESOP litigation. The District Court granted summary judgment for the firm's client on the eve of trial. (Following separate trials on liability and damages, the plaintiff class was awarded more than \$15 million in relief. Judgment in favor of the firm's client was unchallenged on appeal.) *Chesemore v. All. Holdings, Inc.*, 276 F.R.D. 506 (W.D. Wis. 2011); 886 F. Supp. 2d 1007 (W.D. Wis. 2012); *aff'd sub nom. Chesemore v. Fenkell*, 829 F.3d 803 (7th Cir. 2016).
- In case involving ESOP appraisal, successfully resolved contribution and indemnity claims against third-party defendants relating to alleged breach of fiduciary duties under ERISA. (2015).
- Represented a school in district court and on appeal, winning summary judgment in an employment dispute involving the Americans with Disabilities Act and the Minnesota Human Rights Act; *Fischer v. Minneapolis Pub. Schs.*, 16 F. Supp. 3d 1012 (D. Minn. 2014), *aff'd*, 792 F.3d 985, 986 (8th Cir. 2015).

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- Represented a Fortune 500 company at trial, obtaining a jury verdict in a breach of contract case. (2012).
- Represented an international corporation and successfully resolved duty-of-loyalty and tortious interference claims; *Cenveo Corp. v. S. Graphic Sys., Inc.*, 784 F. Supp. 2d 1130 (D. Minn. 2011).

Publications

- *The Family and Medical Leave Act, 2015 Cumulative Supplement*, contributing author, Federal Labor Standards Legislation Committee, Section of Labor and Employment Law, American Bar Association
- *Report of the Subcommittee on the Family and Medical Leave Act*, contributing author, materials presented at the ABA 2013 and 2014 Federal Labor Standards Legislation Committee Midwinter Meetings

Seminars

Frequent presenter on various employment issues including harassment prevention, FMLA compliance, conducting employment investigations, and employee discipline and discharge.

- *You Can't Make This Stuff Up: Workplace Investigations Gone Awry*, presenter, Association of Workplace Investigators, Minneapolis Learning Circle, July 22, 2020
- *Minnesota Employment Law Issues: Tips and Trends*, presenter, Great Lakes Credit and Collection Association, Annual Conference, Wisconsin Dells, Wis., May 20, 2019
- *Trauma-Informed Investigations*, presenter, Association of Workplace Investigators, Minneapolis Learning Circle, May 16, 2019
- *Employment Laws Made Simple*, presenter, National Business Institute, December 3 and April 8, 2014
- *Management Liability Insight: Keep Your Company out of the Courtroom*, presenter, Arthur J. Gallagher & Co., January 29, 2014
- *Employment Laws Made Simple*, presenter, National Business Institute, September 5, 2013
- *The Top Five Employment Law Issues Facing Your Business*, presenter, Minnesota Funeral Directors Association Annual Convention, May 15, 2012
- *Employment Laws Made Simple*, presenter, National Business Institute, March 15, 2012 Ethics, the National Business Institute Insurance Subrogation Fundamentals Seminar, May 21, 2009

PROFESSIONAL & CIVIC

Bar Associations

- American Bar Association
 - Labor and Employment Section
- Federal Bar Association
- Minnesota State Bar Association
 - Labor and Employment Section
- Hennepin County Bar Association

Professional Associations

- Minnesota Management Attorneys Association
- Association of Workplace Investigators
- Minnesota Defense Lawyers Association
- ELCA Attorneys Association

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Civic Involvement

- Evangelical Lutheran Church in America Southeastern Minnesota Synod, Synod Attorney, 2013-present
- Volunteer Lawyers Network

ACCOLADES

Honors & Awards

- *The Best Lawyers in America*®, Litigation-Labor and Employment, 2021
- Minnesota Super Lawyers list, *Super Lawyers*, 2012-present
- Minnesota Rising Stars list, *Super Lawyers*, 2008-2010